



GEORGIA PUBLIC BROADCASTING

ANNUAL EEO FILE REPORTS

2011

**Georgia Public Telecommunications
Commission**

**EEO Public Inspection File Report
(Combined)**

2011

INTRODUCTION

2011

Equal Employment Opportunity Public Inspection File Report

Georgia Public Telecommunications Commission (Combined Report)

This report covers the following fourteen noncommercial educational radio and eight noncommercial educational television stations licensed to Georgia Public Telecommunications Commission ("GPTC") as well as the headquarters of the GPTC in Atlanta: Stations WABR (FM), Tifton; WACG (FM), Augusta; WGPB (FM), Rome; WJSP (FM), Warm Springs; WJWV (FM), Ft. Gaines; WPPR (FM), Demorest; WNGU (FM), Dahlonega; WSVH (FM), Savannah; WUGA (FM), Athens; WUNV (FM), Albany; WUWG (FM), Carrollton; WWET (FM), WWIO (FM), Brunswick; Valdosta; WXVS (FM), Waycross; WABW-TV, Pelham; WACS-TV, Dawson; WCES-TV, Wrens; WNGH-TV, Chatsworth; WGTV, Athens; WJSP-TV, Columbus; WVAN-TV, Savannah; and WXGA-TV, Waycross. This report also covers two noncommercial educational radio stations that GPTC operates pursuant to management agreements: Stations WNGH (FM), Chatsworth and WATY (FM), Folkston. None of these stations has five or more employees, and therefore, GPTC has prepared a combined report for all these stations.¹

GPTC operates its radio and television stations as state public broadcast networks, with all the television programs originating in Atlanta and simulcast by all of the stations in the network. Most of the radio stations are operated in a similar manner, although some originate some programming locally. Given this structure, the bulk of GPTC's employees are located at its Atlanta headquarters. The employees at the individual stations are primarily technical personnel assigned to assure the proper operation of the stations.

While GPTC has employees throughout the state, it operates as a single agency for recruitment purposes and employs the same recruitment sources and employment initiatives for all of its job openings. GPTC is also an agency of the state of Georgia and its recruitment and employment practices are subject to the requirements of the State Personnel Administration, Georgia's equivalent of the federal civil service system.

¹ GPTC also holds the licenses for Stations WMUM-FM and WMUM-TV and Station WUGA-FM. Those stations have more than five employees and a separate EEO public inspection file report has been prepared for them.

**2011 Equal Employment Opportunity
Public Inspection File Report
List of Initiatives**

5. Provide a list and brief description of initiatives undertaken to satisfy the requirement to complete four "menu options" within a two-year period.
- (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Georgia Public Broadcasting's internship program continues to expand by building relationships with local schools, colleges, universities and organizations to attract and target graduate and undergraduate students that have an interest in broadcast employment. The organization has embraced the initiative to create a diverse group of internship opportunities by expanding the areas to include administrative and development functions. Currently GPB rotates students quarterly and year round to the following operational areas; Television, Field Productions, Information Technology, New Media, Education, Radio, Marketing and Communications, Original Programming/Creative Services, Development, Fundraising, Finance and Administration. Interns continue to receive hands on training and experience that allow them to acquire the necessary skills needed for administrative and broadcast level employment.

Georgia Public Broadcasting also actively extends ongoing opportunities for Volunteers through the efforts of the organization's Volunteer Coordinator for events and fund-raising campaigns.

- (vii) Participation in scholarship/educational stipend programs designed to assist students interested in pursuing a career in broadcasting.

Georgia Public Broadcasting has been a partner with Year Up Atlanta since mid 2010 to present. Year-up offers an intensive one year training program that provides urban young adults 18-24, with a unique opportunity to gain a combination of technical and professional skills. It also provides college credits, an educational stipend and corporate internships that allow students to gain knowledge and within the field of broadcasting and technology. GPB has had two students to participate in this program gaining experience about technology and the components that connect technology and the broadcasting and production arena.

- (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher-level position.

Through the Human Resources Office, Georgia Public Broadcasting continues to develop, coordinate, and provide ongoing in-house training as well as training that is outsourced to public and private vendors, to provide employees with additional skills to perform job responsibilities and to obtain higher-level responsibilities or positions. Some areas of training include:

- **Safety Training** for local staff, building tenants and field engineers to ensure guidelines needed to maintain safe worksites locally and at remote location where access to electrical equipment and other environments make staff susceptible to safety cautions.
- **Positive Thinking Workshop** provided by the Employee Assistance Program to bring awareness of workplace diversity and the need to promote work life balances that aid in employee moral building and a positive work experience even with high demands.
- **EEOC Training** for human resources staff on workplace diversity, employment laws and handling discriminations charges and complaints that may arise.

- Council for State Personnel Administration Conference and Training for personnel staff to keep abreast of changes within the human resources area including benefits, employment law and succession planning.
 - Broadcast Equipment Training Harris Corporation provided training to the technical Operations Center and Master Control Center on use new broadcast equipment.
 - Team Building/Understand People Staff Training provided by Bryant & Associates LLC. This training covers what it takes to be a leader and dealing with diversity in the workplace for Master Control Operations Staff/Management.
 - OFCCP (Office of Federal and Contract Compliance) Training provided to HR personnel to cover the essentials of covering the Affirmative Action Plan, Compensation, EEO, and VET 100 reporting requirements for the Department of Labor.
 - Independent Contractor (2-Part) Webinar which covered the guidelines, policy development guideline for managing independent contractors.
 - Georgia Diversity Council Workshop which addressed diversity in the workplace.
- (x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Each year Georgia Public Broadcasting participates in at least four job fair/career day events sponsored by educational institutions designed to promote and encourage career opportunities in broadcasting. Some of these events for the 2010-2011 calendar year include:

- World of Work Career Explorations, Sawyer Road Elementary School, February 1, 2011
- Parents Palooza , February 26 & 27, 2011
- Fort Valley State University Diversity Conference, April 8, 2011
- 6th Annual Dekalb County Workforce Development Day, September 16, 2011
- Career Development Panel, Troy University, October 2011

These events motivate and inform students and the surrounding community about the organization and career opportunities available at GPB in the areas of media, journalism, and communications.

GA PUBLIC TELECOMMUNICATIONS COMMISSION
Recruitment Resource Bank¹
December 1, 2010 – December 1, 2011

Address	Phone Number	Contact
Columbia School of Broadcasting	800-362-0660	http://columbiaschoolbroadcasts.com djtrain@columbiaschoolbroadcasts.com
Warner Robins Transition Center		TAPHelpDesk@Calibresys
The Atlanta Urban League, Inc. 100 Edgewood Avenue, N.E., Suite 600 Atlanta, GA 30303	404-659-1150	
National Urban League Employment Network	http://www.nul.org/content/employment-network	
Emory University Alumni Career Services Emory Alumni Association Emory University, Development and Alumni Relations 815 Houston Mill Road, NE, Atlanta, GA 30329-4211	404-727-1948 Fax: 404.727.0584	Jule Taylor jule.taylor@emory.edu
DeKalb Technical College 495 N. Indian Creek Drive Clarkston, GA 30021	404.297.9522 ext: 1232 or ext: 1109	Cynthia Dorsey Edwards Director - Office of Career & Job Search Services edwardsc@dekalbtech.edu
Atlanta Technical College Institute 1560 Metropolitan Pkwy, SW Atlanta, GA 30310	404-225-4470	Cathy Clements cclements@atlantatech.edu
Connecticut School of Broadcasting 1755 North Brown Road Suite 175 Lawrenceville, GA 30043	678-205-2210 Fax: 678-205-2215	Michael Hessing Coordinator mhessing@gocsb.com
Chattahoochee Technical College 980 S. Cobb Drive Marietta, GA 30060	770-528-4950 Fax: 770-528-4219	Lucylle Shelton lselton@chattahoocheetech.edu "Experience" Post Job for Students
Southern Polytechnic Institute 1100 South Marietta Pkwy Marietta, GA 30060-2896	770-528-7200 770-528-7391	bmcdonald@spsu.edu

¹ All recruitment resources listed were contacted by GPTC for the advertising and posting of positions. No resource listed specifically requested recruitment information from GPTC.

Address	Phone Number	Contact
Georgia Association of Broadcasters 8010 Roswell Road, Suite 150 Atlanta, GA 30350	770-395-7200 Fax: 770-395-7235	http://www.gab.org Jere Pigue pigue@gab.org
National Alliance of State Broadcasters Associations Post A Job		http://www.career.page.org
Transition Assistance Program @ Fort McPherson ACAP (Army Career & Alumni Program) 1598 McIntyre Place SW Fort McPherson, Ga 30330-1083	404-464-2144 Fax: 404-464-2589	http://www.mcpherson.army.mil/acap.htm John Stanford www.acap.army.mil
National Association of Broadcasters 1771 North Street, NW Washington, D.C. 20036	202-429-5300	nab@nab.org hr@nab.org
Alabama Broadcasters Association		http://www.al-ba.com/jobbank.html Cindi McGee
State Personnel Administration Suit 502, West Tower 200 Piedmont Ave., S.E. Atlanta, GA 30334-5100	404-656-2705	https://www.careers.ga.gov Ga.-careers_info@spa.ga.gov
Current Newspaper Advertising Director 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912-4423	877-745-8776 ext.1 310-270-7240 Fax: 877-745-8776	Kathleen Unwin unwin@current.org http://www.current.org/
Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600	http://www.cpb.org/jobline/
GA Department of Labor Website 148 Andrew Young International Blvd. N.E. Atlanta, Georgia 30303-1751	404-656-3182 1-877-562-7442	http://www.dol.state.ga.us/js/ Wyndra Carter Jobs 4 GA Call Center Jobs4GA@dol.state.ga.us
TV Jobs.Com	1-877-988-9808	http://www.tvjobs.com Employer Post a Job
AMFM jobs.com /TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	800-374-0019	www.amfmjobs.com

Address	Phone Number	Contact
Georgia Public Broadcasting Easy HR	404-685-2663	www.gpb.org/jobs
Clark Atlanta University Career Placement Office 223 James P. Brawley Drive Atlanta, Ga 30314	404-880-6791 Andre McKinney	cppc@cau.edu amckinney@cau.edu
The Art Institute of Atlanta Career Services Department 6600 Peachtree Dunwoody Road, NE 100 Embassy Row Atlanta, Ga. 30328-1649	770-394-8300 Fax: 770-394-9798	aiacareersvc@aii.edu
Savannah College of Art and Design –Atlanta 1600 Peachtree St NW Atlanta, GA 30309	404-253.2700	scadatl@scad.edu http://www.collegecentral.com/scad
Georgia Tech 686 Cherry Street Atlanta, GA 30332-0165	404-894-2550	sonia.mcallister@success.gatech.edu
<ul style="list-style-type: none"> School of Literature, Communication & Culture Ivan Allen College Liberal Arts Communications & Media Ga. Tech Career Buzz (online) Georgia Tech Alumni Assoc. 	<ul style="list-style-type: none"> 404.385.0625 404-894-1720 404.894.1923 404.894.2394 	Shannon Dobranski shannon.dobranski@lcc.gatech.edu Rebecca Keane rebecca.keane@iac.gatech.edu Sonia McAlister http://gatech-csm.symplicity.com/employers Caroline Player Caroline.player@alumni.gatech.edu
National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10 th Floor Washington, DC 20045	202-662-7483 202-662-7144 (Fax) 202-662-7145	www.nahj.org http://nahj.or
Society of Professional Journalists Eugene S. Pulliam National Journalism Center, 3909 N. Meridian St. Indianapolis, IN 46208	317-927-8000 Fax: 317-920-4789	
Opportunity Knocks 50 Hurt Plaza Suite 845 Atlanta, Georgia 30303		http://www.opportunitynocs.org/jobseekerx/info@opportunityKnocks.org http://www.opportunityknocks.org
PBS (Public Broadcasting Service) 2100 Crystal Drive Arlington, VA 22202	703-739-8444 703-739-5000	http://connect.pbs.org Connect Forums

Address	Phone Number	Contact
Dice Incorporated 4101 NW Urbandale Drive Urbandale, IA 50322	877-386-3323 ext 2180 515-313-2180 Fax: 515-313-2480	Dorene Hickey Sales Executive dorene.hickey@dice.com www.dice.com
Media Bistro	(212) 547-7914 (888) 589-1963	Liana Kim job.info@mediabistro.com http://www.mediabistro.com/employers
Mass Media Jobs		Emmanuel Sullivan CEO-Founder http://www.massmediajobs.com/mymassmediajobs@massmediajobs.com
Latin American Association Job Bank		jobs@latinamericanassoc.org
National Association of Black Journalists	(866) 964-2765 x2718	http://careerservices.nabj.org/ Stephanie McGee NABJ jobs Online Advisor Stephanie.mcgee@boxwoodtech.com
Atlanta Association of Black Journalist		www.aabj.org/ aabjorg@yahoo.com
TV and Radio Jobs Post an Ad		http://tvandradiojobs.com
National Educational Telecommunications Association PO Box 50008 Columbia, SC 29250	803-799-5517 Fax: 803-771-4831	http://www.netaonline.org/jobs.htm NETA Webkeeper
Native America Journalists Association	(405)325-9008 Fax: 405-305-6945	http://www.naja.com Non-Profit Job Listing
Public Radio News Director's Incorporated (PRNDI) Public Radio Newslink		www.prndi.org Mr. Euan Kerr ekerr@mpr.org Newslink Administrator http://www.newslink.org/rpuradi.html
National Education Writers Association		http://www.eaw.org/site/PageServer
The Association of Independents in Radio PO Box 220400 Boston, MA 02122	617-825-4400	http://www.airmedia/PageInfo.php?PageID=9

Address	Phone Number	Contact
Russell Lewis listserv - NPR Southern Bureau Chief		http://www.npr.org/templates/story/story.php?storyId=7569853
Asian American Journalists Association AAJA National Office 5 Third Street, Suite 1108, San Francisco, California 94103	415-346-2051 Fax: 415-346-6343	http://www.jobs.aaaja.org/employer-national@aaaja.org
Radio Television Digital News Association		https://map.rtdna.org/careercenter/CC13PostaJob.aspx
Association of Black Media Workers (through Media Bistro)		https://www.mediabistro.com/employers/job.asp
Now Hiring Today Post a Job		http://nowhiretoday.jobamatic.com/a/jobs/find-jobs/q-Black+Entertainment+Television
Go Jobing	404-256-2900	http://www.jobing.com/recruiting.asp Jessica Fraser jessica.fraser@jobing.com
TAOnline.com Careers for Transitioning Military Employer Center/Post A Job		http://jobs.taonline.com
Latin American Association 2750 Buford Hwy Atlanta, Georgia 30324	404-892-6896	Marlen Ruiz Employment Services Manager mruiz@thelaa.org
Job Central National Labor Exchange	866-268-6206	http://www.jobcnetral.com/postajob.asp info@jobcentral.org
United Way of Metropolitan Atlanta 100 Edgewood Avenue NE Atlanta, Georgia 30303	404-527-7200	http://www.unitedwayatlanta.org Nora Plehn nplehn@unitedwayatlanta.org
Easter Seals Inc 233 South Wacker Drive Suite 2400 Chicago, IL 60606	800-221-6827	http://www.easterseals.com
• Dublin-Ga	478-275-8850	Ralph Donaldson rdonaldson@mgesus
• Albany-Ga	229-439-7061	tcooper@swga-easterseals.org
• Augusta-GA		Sheila Thomas info@esega.org
Hire Patriots.com P.O. Box 2461 Bear City, CA 92314	760-730-3734	http://hirepatriots Job Board Menu/Post a Job hire_patriots@gmail.com

Address	Phone Number	Contact
Zip Recruiter		http://www.ziprecruiter.com/post-a-job
Paralyzed Veterans of America 801 Eighteenth Street, NW Washington, DC 20006-3517	800-424-8200	http://www.pva.org info@pva.org
North Georgia Building & Construction Trades Council		http://www.bctc.net
International Brotherhood of Electrical Workers		http://ibew.org
Simply Hired 15-Day Job Post		https://basic.jobamatic.com
Careers Local.Net		http://www.careerslocal.net/jobs/employer/dashboard.jsp?p=3
Turbo Tap. Org		http://www.turbotap.org/register.tpp
University of Georgia Human Resources (UGA Job Posting - iPaws) 215 S. Jackson Street Athens, GA 30602	706-542-2222	www.hr.uga.edu

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Vacancies Filled - Combined Report
December 1, 2010 to December 1, 2011

Job Title	Date Posted	Posting Method	No. of App	No. of Interviews	Recruitment Source for Each Interviewee	No. Hired	Recruitment Source for Hired Applicant(s)	Recruitment Resources
Managing Editor C-24-10	11/1/2010	INTERNAL & EXTERNAL	32	3	GPB Easy HR Website, Journalismjobs.com	1	GPB Easy HR Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, CPB Jobline, PBS Connect, Natl. Assoc. Black Journalists, Natl. Assoc. of Hispanic Journalists, Asian American Journalism Assoc., Native American Journalists Assoc., Assoc. of Independents in Radio, RTDNA / RTNDA, Journalismjobs.com, Society of Professional Journalists, National Education Writers Assoc., NPR - Russell Lewis listserve, Public Radio Newslink, NETA, TV Jobs.org, Atlanta Assoc. of Black Journalists, Current
Community Engagement Facilitator C-25-10	11/1/2010	INTERNAL & EXTERNAL	84	9	GPB Easy HR Website	1	GPB Easy HR Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, CPB Jobline, PBS Connect, Natl. Assoc. Black Journalists, Natl. Assoc. of Hispanic Journalists, Asian American Journalism Assoc., Native American Journalists Assoc., Assoc. of Independents in Radio, RTDNA / RTNDA, Journalismjobs.com, Society of Professional Journalists, National Education Writers Assoc., NPR - Russell Lewis listserve, Public Radio Newslink, NETA, TV Jobs.org, Atlanta Assoc. of Black Journalists, Current
Education Reporter/Producer C-26-10	12/3/2010	INTERNAL & EXTERNAL	65	4	GPB Easy HR Website, CPB Jobline, Public Radio Newslink	1	Public Radio Newslink	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, CPB Jobline, PBS Connect, Natl. Assoc. Black Journalists, Natl. Assoc. of Hispanic Journalists, Asian American Journalism Assoc., Native American Journalists Assoc., Assoc. of Independents in Radio, RTNDA, Society of Professional Journalists, NPR - Russell Lewis listserve, Public Radio Newslink, Current
Network Control Operator C-1-11	1/4/2011	INTERNAL & EXTERNAL	30	4	GPB Easy HR Website, GPB Email	1	GPB Email	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz Contacts, Latin American Association, Clark Atlanta University, The Atlanta Urban League

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Development Coordinator/Associate C-5-11	2/26/2011	INTERNAL & EXTERNAL	215	3	GPB Email, GPB Easy HR Website, Opportunity Knocks	1	GPB Email	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz Contacts, Opportunity Knocks, The Atlanta Urban League, CPB Online
Web Designer - Graphic Artist C-11-11	3/25/2011	INTERNAL & EXTERNAL	45	3	Art Institute of Atlanta, GPB Easy HR website	1	GPB Easy HR Website	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz, Atlanta Technical College, Job Central National Labor Exchange, TAOOnline - Transitional Asst. (Military), United Way, Easter Seals, Latin American Association, The Atlanta Urban League, Art Institute of Atlanta, SCAD Simply Hired
Technical Operation Center Technician C-12-11	3/25/2011	INTERNAL & EXTERNAL	26	7	GPB Easy HR Website	1	GPB Easy HR Website	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz, Atlanta Technical College, Job Central National Labor Exchange, TAOOnline - Transitional Asst. (Military), United Way, Easter Seals, Latin American Association, The Atlanta Urban League, Art Institute of Atlanta, SCAD, Simply Hired
Graphics/Chyron Operator C-15-11	4/18/2011	INTERNAL & EXTERNAL	11	2	GPB Easy HR Website	1	GPB Easy HR Website	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz Contacts, Job Central National Labor Exchange, TAOOnline - Transitional Asst (Military) United Way, Easter Seals, Latin American Association, The Atlanta Urban League, TV and Radio Jobs.com, Mass Media Jobs, Media Bistro
Graphic Artist C-19-11	5/18/2011	INTERNAL	2	2	GPB Email	2	GPB Email	GPB Email, GPB Easy HR Website
Lighting Director C-20-11	6/8/2011	INTERNAL	2	1	GPB Email	1	GPB Email	GPB Email, GPB Easy HR Website
Videographer C-22-11	6/20/2011	INTERNAL & EXTERNAL	150	16	GPB Easy HR Website, Media Bistro, GPB Email	1	GPB Easy HR Website	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz Contacts, Job Central National Labor Exchange, TAOOnline - Transitional Asst (Military), United Way, Easter Seals, Latin American Association, The Atlanta Urban League, TV and Radio Jobs.com, Media Bistro, Natl. Assoc. of Black Journalists

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Technical Operation Center Technician C-23-11	6/23/2011	INTERNAL & EXTERNAL	30	6	GPB Easy HR Website, GPB Email	1	GPB Email	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz Contacts, Job Central National Labor Exchange, TAOOnline - Transitional Asst. (Military), United Way, Easter Seals, Latin American Association, The Atlanta Urban League, Natl. Assoc. of Black Journalists
Radio Producer Host C-26-11	7/19/2011	INTERNAL & EXTERNAL	35	7	GPB Easy HR Website, GPB Email	1	GPB Email	GPB Email, GPB Easy HR Website, Ga. Tech/Career Buzz Contacts, Job Central National Labor Exchange, TAOOnline - Transitional Asst. (Military), United Way, Easter Seals, Latin American Association, The Atlanta Urban League